

DOUGLAS COLLEGE

STATEMENT OF (EXECUTIVE) COMPENSATION PHILOSOPHY

2008/2009

The Board considers external market data provided by the Post-Secondary Employers Association and other appropriate sources, advice it may receive from independent compensation experts, and direction from the Government with respect to relevant statutes and public policy.

*under review in 2009/2010

PUBLIC SECTOR EXECUTIVE COMPENSATION REPORTING DOUGLAS COLLEGE FOR 2008/09 FISCAL YEAR

Name & Principal Position	Salary	Pension	All other compensation	Total	Prior Year (2007-08)
Susan Witter - President	182,600	16,475	7,682	206,757	209,438.00
Karen Maynes - VP - Finance & Administration	148,838	13,366	12,931	175,135	171,710.00
Blaine Jensen - VP - Educational Services	148,838	13,372	13,013	175,223	161,127.00
Jan Lindsay - VP - Education	149,697	13,445	12,931	176,073	171,710.00
Marian Exmann - Assoc VP - Employee Relations	137,976	12,366	12,532	162,874	159,782.00

All Other Compensation includes all statutory employer payments, health and welfare benefits, and perquisites.